



Innovate Reconciliation Action Plan

May 2022 – May 2024



Acknowledgement

Beca acknowledges the First Nations peoples of Australia as the Traditional Custodians of the lands, waters, and communities on which we live, work and play.

We acknowledge Beca's Aboriginal and Torres Strait Islander employees, and those of our clients, partners and within the communities in which operate, and pay our respects to Elders, past, present and emerging.

We respect and value the enduring connection to culture, storytelling, sustainability, and knowledge sharing of First Nations peoples. We will continue to look for ways to learn from this deep connection to Country and apply this knowledge to how we work and engage together to advance in partnership.

About the Artist

Pat Caruso



Pat was born creative, a skill he has expertly applied in product creation and life cycle management across his career working with brands including Harris Scarfe, Vili's Family Bakery, Hyundai and Aboriginal Health Council.

Pat's family background is of an Eastern Arrernte person whose connection to country and community was disrupted by his mother's removal in Alice Springs in the mid-1950s. Despite this event, he strongly identifies as both a person of Eastern Arrernte background and the Sultan family.

Pat has spent 20 years reconnecting to his roots, taking his children, communities, and clients on a profound journey of knowledge sharing and reflection, and encouraging us all to embrace all facets of our unique identities.

Through We Create Print Deliver, an advertising and business agency he founded in 2015, Pat is building a legacy that honours his cross-cultural identity.

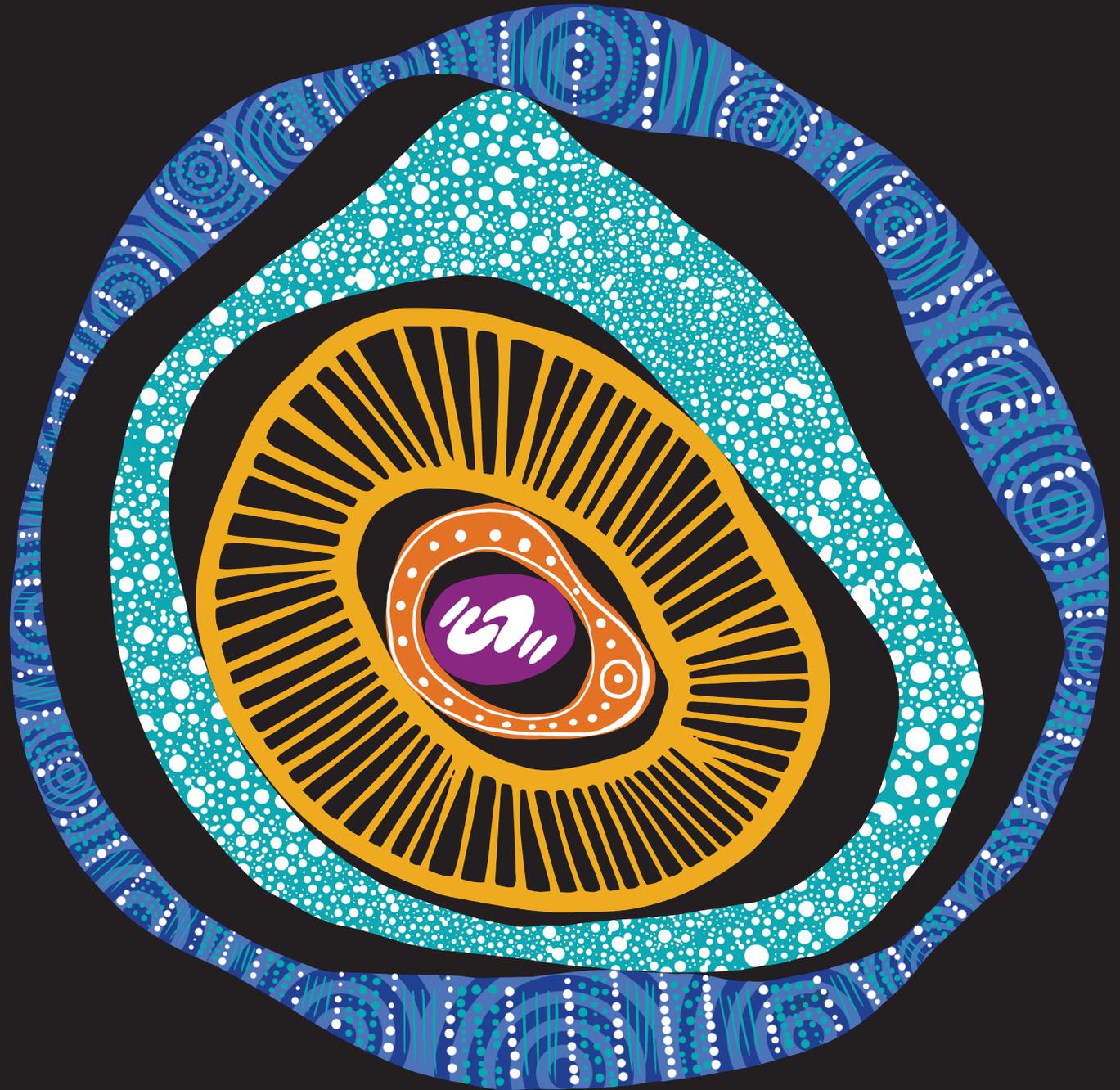
Beca is incredibly humbled by the artwork Pat has created to timestamp our Reconciliation journey. A personality larger than life, with an artwork to match.

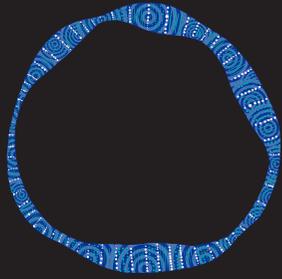
About the Artwork

The visual art piece tells the story of Beca's journey and our relationships with our people, clients and communities throughout Australia.

Key factors of design

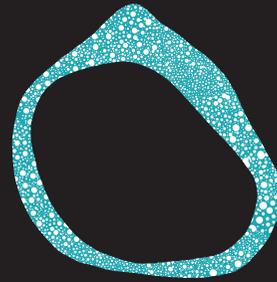
The concentric circles were chosen as they have a strong connection to traditional First Nations artwork but are still relevant in today's business world. The art piece is 102cm at the widest part, representing the 102 years of operation. Five circles represent the five decades of trading in Australia. Each of the circles touches upon each other to show the connection between elements, and the significance of forging relationships.





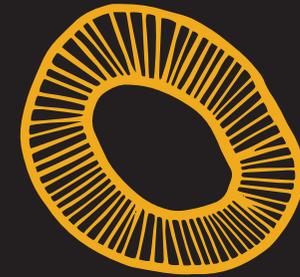
Circle 1

Represents the ocean that surrounds Australia. They are filled with currents that have existed for millions of years. These currents represent the Elders past who look over us and bestow wisdom on us without us even knowing. They move in and out of our lives ensuring we are guided and educated, they are the traditional custodians of the land, language and culture.



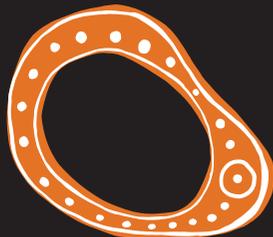
Circle 2

Embodies the people who have interacted with Beca. All different shapes and sizes, levels of engagement and lengths of engagement. Everyone is unique, travelling in and out as the universe allows, adding value or receiving value from Beca. They represent clients, employees and members of the community. This adds to the identity of an individual.



Circle 3

Represents the transference of information, culture and technology. This has shaped the past and will shape the future of Beca. This is the connection to people and knowledge that has been collected over time and will strengthen relationships, throughout the Reconciliation process.



Circle 4

Signifies people in positions of influence in Beca's journey. These people hold the key to the fundamentals of Beca and lead the agenda in which Beca operates. These people are those who are accountable for the journey for the wider Beca community.



Circle 5

People. The heart of the business. Without people, the business and culture don't exist. Beca acknowledges that the strength of impact must be driven by the people. They value and respect individuals, and the Reconciliation process is an extension of this belief.

Black Space

This is as significant as those elements filled with patterns and visuals. This space represents our skies and land in which our First Nations people grounded our beliefs. These beliefs are as relevant today in business as they have been for the past 65,000 years. We believe in people and community, and the guidance of a higher power that will guide us through life, both commercially and socially. It holds wisdom in which we all seek.



Statement from the reconciliation Australia CEO

Congratulations Beca on
your Innovate RAP and I look
forward to following your
ongoing reconciliation journey.



Reconciliation Australia commends Beca on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Beca to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Beca will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments.

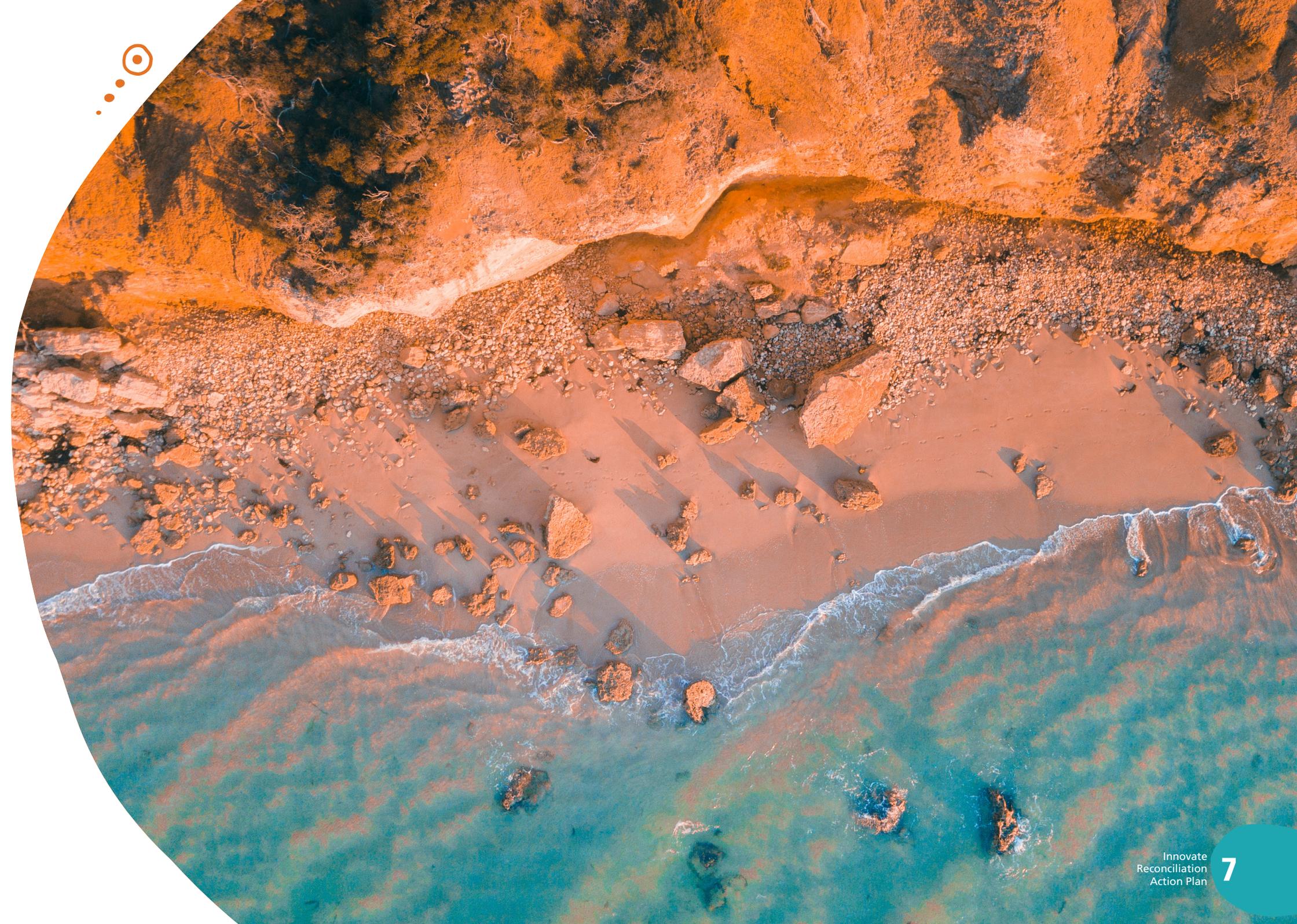
The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Beca is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Beca's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

Our vision for reconciliation in Australia is one where all Australians have a shared understanding and appreciation for the histories of First Nations peoples



At Beca, our purpose is to “Make Everyday Better.” We set out to achieve this in what we do and where we work. We wish to extend our purpose into our Reconciliation Journey, to bring meaning to our Reconciliation Action Plan and promote an Australia where every day gets better for Aboriginal and Torres Strait Islander peoples. We bring our purpose to life through our lived values of partnership, tenacity, enjoyment and care.

Our vision for reconciliation in Australia is one where all Australians have a shared understanding and appreciation for the histories of First Nations peoples, and through this shared understanding we can contribute to creating opportunity, equality and equity for Aboriginal and Torres Strait Island peoples for generations to come.

In the context of our organisation, this means finding ways to work in partnership with First Nations peoples and businesses to create equal opportunity, bring financial security and enhance job opportunities. We are committed to creating a safe

and inclusive place and future in Australia where First Nations peoples can be involved, be heard and most importantly belong. We know that we are stronger when people from diverse backgrounds and perspectives work together.

We still have much to learn. However, we have spent time reflecting on our progress, and defining our organisation’s role in supporting Australia’s shared journey. Over the next two years of our Innovate RAP, we strive to better understand First Nations cultures and histories and embed this understanding in the ways we work and deliver on projects to create the greatest impact.

We are continuing our Reconciliation Journey because at the heart of everything we do, we care for our people, our environment and especially our communities. It is a key tenant of our Australian business strategy and one we are committed to with heart and mind. What we do on this journey, we will do with respect and sensitivity to First Nations cultures and histories.

Our business who are we?

Beca

Beca is a 100-year-old employee-owned, multidisciplinary independent advisory, design, and engineering consultancy, headquartered in New Zealand. We're proud to be supporting our customers across market segments including Transport Infrastructure, Energy, Water, Food and Fibre, Advanced Manufacturing, Health and Defence. We employ more than 3,300 people in 21 offices across the Asia Pacific and deliver projects in more than 70 countries around the world. We share a vision of creative people together transforming our world and a purpose that seeks to make everyday better for our clients, people and the communities in which we work, live and transform. No matter where we are located, our values of Partnership, Tenacity, Enjoyment and Care sit at the heart of everything we do and connect and drive our shared culture. They are reflected in the way we work every day and in our approach to partnering with our clients and community.

Our employee-ownership model remains key to our future. It underpins our commitment to building and sustaining long-term relationships with our clients, it helps drive our positive, purpose-driven and growth-oriented culture, it sets us apart from our competitors, and it gives meaning to our social contract.

Beca Australia

Beca expanded into Australia from New Zealand 50 years ago off the back of our expertise in delivering smart engineering solutions in the Food and Beverage sector, with our first office opening in Melbourne. We continue to grow in the Australian market, employing more than 480 staff across four offices, seven who identify as Aboriginal and/or Torres Strait Islander peoples. They support our clients in the defence, infrastructure, utilities and buildings sectors across Victoria, New South Wales, Queensland and the ACT. From the community shaping water infrastructure design and future proofing in Mornington Victoria, to airport runway design on the Sunshine Coast Queensland, to master planning support for our clients in the industrial sector in Sydney New South Wales, the work that we do, and the communities we touch are diverse.

Beca HunterH2O

Beca acquired NSW-head quartered specialist water business Hunter H2O in April 2022. The Beca Australian water business now known as Beca HunterH2O, comprises a team of 300+ water specialists, passionate about supporting the water industry and the communities the industry serves. Beca HunterH2O design and deliver positive outcomes for regional and metropolitan environments, combined with a strong process and operations heritage that ground-truths our specialist capability. Our water specialists bring industry-leading expertise in water, wastewater, and stormwater management, and are some of the best minds in master planning and advisory services, through to civil, mechanical, process, electrical and control system design.

Our Australian mission relies on the strength of enduring partnerships to be 'Better Together' with each other, our clients, partners and most importantly, the communities we operate in. Our sphere of influence starts with our people and their families, extends to the clients we support and ultimately endures in the solutions that we offer to our clients and the communities they support and influence.

We believe through partnership we can enrich Australian communities and leave a positive handprint on the environment for generations to come. We consider our impact on sustainability and safety in everything we do and attract like-minded individuals who lead the change and drive us to achieve our objectives.

Our offices are located in:



Melbourne, Victoria on
Wurundjeri Country



Sydney, New South Wales on
Gadigal Country



Tamworth, New South Wales on
Kamilaroi Country



Newcastle, New South Wales
on **Mulubinba Country**



Brisbane, Queensland
on **Turrbal Country**



Canberra, ACT on
Ngunnawal Country



Adelaide, SA on
Kaurna Country

Our RAP

Message from our Managing Director, Australia

In 2018 we launched our first Reconciliation Action Plan (RAP). It marked our first official steps toward creating stronger partnerships with Australia's First Peoples, and it was a step towards making everyday better.

Our first RAP forced us to think and reflect more deeply about what reconciliation meant to us and how we could contribute to making a genuine difference. Along the way we've learnt a substantial amount personally and collectively on our level of cultural awareness, knowledge and understanding. We've navigated the awkwardness that at times comes with a desire to want to do the right thing and get it right, such as how to appropriately deliver an Acknowledgement of Country. We've navigated this journey together, and I'm proud to have witnessed the passion that exists within our business for genuine reconciliation – a path to a better future for us all.

We still have much to learn and more we can do. But I'm confident that with the input and advice through our partnership with the Indigenous Defence and Infrastructure Consortium, together with the passion from our people across the business, we have a solid base from which to build from.

I look forward to being a part of Beca's, our people's, journey toward reconciliation. Together we're better and we can all play our part in shaping our community for a better future.

Craig Lee
Managing Director, Australia



Our Journey to Reconciliation

Since Beca launched its RAP in January 2018, we have worked continuously to embed reconciliation throughout the business.



At Beca we recognise Australia's journey towards reconciliation is a movement that needs action from all aspects of our society. It is important for us that we play our part and show innovation on the social values that are important to our people and the communities where we operate.

We want the culture at Beca to become a place for Aboriginal and Torres Strait Islander people's histories and cultures to be understood, respected, and celebrated, and we are determined to continue to create a diverse workplace for people of all gender, age and cultural backgrounds to feel safe and encouraged to contribute their unique values.

Since Beca launched its RAP in January 2018, we have worked continuously to embed reconciliation throughout the business, however we still have a lot to do before we can see a ripple effect.

As part of our FY2025-26 Australian Strategy, we want to deliver outcomes that shape our Australian communities. Diversity, equity and inclusion are key tenets to drive our business efforts to enhance career development, direct and indirect employment opportunities and learning. We are not perfect, however with each step towards our second Innovate Reconciliation Action Plan, we can make a change.

Some of the highlights for Beca so far have been:

🕒 **Intern with Career Trackers**

In 2018, Beca was lucky enough to host an intern through career trackers. The experience was invaluable and became a catalyst for many new targets of our Reconciliation Action Plan, particularly around early STEM involvement and employment opportunities within our business.

🕒 **Participation in Milestone events in the First Nations community such as NRW (National Reconciliation Week) and NAIDOC week**

Since the inception of Beca's Reflect RAP, a tradition of participating in Milestone events on the Indigenous calendar has been created. Our people enjoy and value these celebrations.

🕒 **Expanded our network in the Reconciliation community**

Within the regions where we work, we have built many relationships with other RAP organisations and Indigenous communities. We have contributed to a variety of initiatives and created opportunities for others in our organisations to become a part of the change we are working towards. One we are particularly proud of is Water4Good. Water4Good is a partnership of 10 consultancies, led by Beca, working together as a team on the Melbourne Water Engineering Services Panel. One of the exciting things we're working with Melbourne Water on is Social Procurement, skewed towards First Nations Community participation underpinned by a target of 2% of professional spend with Aboriginal and Torres Strait Islander owned businesses.

🕒 **Partnership with IDIC**

In 2021 we entered a strategic partnership with the Indigenous Defence and Infrastructure Consortium (iDiC). This partnership will help our growth and include Indigenous businesses in our supply chain by creating a safe environment by removing barriers from the existing ways in which we work.

🕒 **Development of targeted, regional groups with a passion for Reconciliation to support our journey**

At Beca, we recognise that our people are passionate about Reconciliation and want to see this progress further. As a result, we have created regional sub-working groups to help drive our Reconciliation Action Plan. The focus of these groups sits within driving stronger partnerships, awareness, and involvement.



Beca's RAP Working Group

- 🕒 Craig Lee – RAP Lead
- 🕒 Chloe Doyle – RAP Champion
A proud Aboriginal woman from Ngunnawal Country
- 🕒 Kylie Harris – People Lead
- 🕒 David Barter – BD and Procurement Lead
- 🕒 Phil Card – Partnerships & Events, VIC
- 🕒 Zac Nicholson – Partnerships & Events, NSW
- 🕒 Mick Richardson – Partnerships & Events, ACT
- 🕒 Ross Darbyshire – Partnerships & Events, QLD
- 🕒 Cameron Menzies – CRM, iDiC

Our Partnership with iDiC

On behalf of iDiC, we are thrilled to partner with Beca and formally endorse their second Innovate Reconciliation Action Plan (RAP).

The RAP is an opportunity for the organisation to 'Walk the Talk' as they make the journey into their second RAP, following their first which was launched in 2018. The business has admitted they're not perfect but are committing wholeheartedly, through practical experience, to build out an even better RAP.

It's the actions that lay ahead that is the exciting part, and iDiC are thrilled to be a part of that journey with them. As a partnering organisation, we are here to offer our support and guidance as they set out to build on the key pillars of Reconciliation: Relationships, Respect, and Opportunity.

Through partnerships, Beca will work collaboratively with First Nations businesses, increasing opportunities and accessibility across their business services, activities and programs to provide a level playing field for First Nations peoples.

I congratulate Beca on their dedication and I am excited to see them meet their achievements to deliver positive outcomes for Australia's First Nations peoples.

Through partnerships, Beca will work collaboratively with **First Nations businesses.**



Relationships

We are an organisation based on maintaining respectful relationships. Building strong relationships within Aboriginal and Torres Strait Islander peoples, particularly in our spheres of influence is our priority to better understand the histories, cultures, and personal experience of First Nations

peoples. Lead by our Regional Managers and local RAP champions, we have formed a RAP action group in the states we work within, to assist in building local partnerships, driving awareness and encouraging involvement amongst all Beca colleagues. We have a lot to gain from purchasing

from Indigenous businesses beyond products or services. Sharing of knowledge and culture shifts the paradigm and provides First Nations peoples with strength and success and will help us work better together towards shaping Reconciliation for our communities and each other.

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	October 2022	RAP Lead and Partnership & Events Leads
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2022	RAP Lead and Partnership & Events Leads Managers
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June 2022 & 2023	Partnership & Events Leads & Communication Lead
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2022 & 2023	Partnership & Events Leads
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2022 & 2023	Partnership & Events Leads
	Organise at least one NRW event each year.	27 May – 3 June 2022 & 2023	Partnership & Events Leads
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May – 3 June 2022 & 2023	RAP Project Manager



Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	September 2022	RAP Lead
	Communicate our commitment to reconciliation publicly.	September 2022	Communication Lead & Communication Coordinator
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July 2023	RAP lead and Partnership & Events Leads
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	October 2022	Partnership & Events Leads
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2023	People Lead
	Develop, implement and communicate an anti-discrimination policy for our organisation.	October 2022	People Lead
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	August 2022	People Lead
	Educate senior leaders on the effects of racism.	October 2022	RAP leader & People Lead
	Engage with Enmasse to review current mandatory EEO training to ensure that effects of racism are covered.	August 2022	People Lead
	Engage with iDiC for Aboriginal and Torres Strait Islander owned businesses to facilitate and roll out Cultural Awareness training.	August 2022	People Lead



Respect

We are continuing our Reconciliation Journey because at the heart of everything we do, we care for our people, our environment and especially, our communities. It is a key tenant of our Australian

business strategy and one we are committed to with heart and mind. What we do on this journey, we will do with respect and sensitivity to Aboriginal and Torres Strait Islander cultures and histories.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	May 2022	People Lead
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	May 2022	People Lead
	Roll out cultural awareness training via our learning management system for all employees within our business	November 2022	People Lead
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	November 2022	People Lead
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2022	Partnership & Events Leads and People Lead
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	October 2022	Partnership & Events Leads and People Lead
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May 2022 & May 2024	Partnership & Events Leads
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	February 2024	People Lead



Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2022 & 2023	RAP Working Group
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	July 2022	People Lead
	Promote and encourage participation in external NAIDOC events to all staff.	July 2022 & 2023	Regional Mangers



Opportunities



As we continue our Reconciliation Journey, we make commitments to creating and supporting Opportunities for First Nations peoples, Communities and Businesses. We will focus our efforts in areas we are strong in such as STEM, and commit to

promoting and creating opportunities within Education, Employment and Procurement to ensure there is strong First Nations representation in the industry for the long term.

Action	Deliverable	Timeline	Responsibility
Gain an understanding of current programs for young First Nations peoples to increase involvement in STEM and consider opportunities for Beca's involvement to ensure there is strong representation in the industry long term.	Build an understanding of statistics surrounding Aboriginal and Torres Strait Islander students STEM university involvement and completion rates – understanding demographics	March 2023	RAP Champion & People Lead
	Identify opportunities within Brisbane, Canberra, Sydney and Melbourne which have programs directed towards increasing the number of Aboriginal and Torres Strait Islander students in the STEM field in university and review ways Beca could support these.	March 2023	RAP Champion & People Lead
	Identify opportunities for mentoring, cadetships, and scholarships for First Nations peoples at the secondary and tertiary education levels.	March 2023	RAP Champion & People Lead
	Consider opportunities as part of our Internship and Graduate recruitment campaign to attract and encourage First Nations peoples.	July 2023	RAP Champion & People Lead
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander peoples within recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2023	People Lead
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	May 2023	People Lead
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2023	People Lead



Action	Deliverable	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	In addition to the overall development and retention strategy, we will identify and consider opportunities for leadership development, targeted at our First Nations Employees.	July 2023	RAP Champion & People Lead
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	October 2023	People Lead
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2023	People Lead
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	October 2023	RAP Lead & People Lead
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	June 2022	Procurement Leads
	Investigate Supply Nation membership, In addition to Beca's partnership with IDIC.	December 2022	BD & Procurement Leads
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2022	Business Development & Procurement Leads
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2022	Business Development & Procurement Leads
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2022	Business Development & Procurement Leads

Governance

The Governance pillar sets out the structures and processes to implement, track and assess our progress against our Innovate RAP commitments

throughout the two years, and ensures accountability and governance are driven by the RAP Working Group.

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	May 2022	RAP Lead & RAP Project manager
	Establish and apply a Terms of Reference for the RWG.	August 2022 & 2023	RAP Lead & RAP Project manager
	Meet at least four times per year to drive and monitor RAP implementation.	March, June, September & December 2022, 2023 & 2024	RAP Project Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2022	RAP Project Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2022	RAP Lead
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2022	RAP Project Manager
	Appoint and maintain an internal RAP Champion from senior management.	July 2022	People Lead
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	RAP Project Manager
	Report RAP progress to all staff and senior leaders quarterly.	June & December 2022, 2023 & 2024	Communications Lead & RAP Project Manager
	Publicly report our RAP achievements, challenges and learnings, annually.	May 2022 & 2023	Communications Lead & RAP Project Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	September 2023	RAP Project Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2024	RAP Lead & RAP Project Manager



'The Birrarung (Yarra) River' – Melbourne, Victoria.

The original Woiwurung name of the Yarra River was 'Birrarung' which means 'River of mists and shadows'.

In 1969, Beca set up its first office in Melbourne to serve Carlton & United Breweries (CUB).



**make
everyday
better.**

Melbourne, Victoria on [Wurundjeri Country](#)
Sydney, New South Wales on [Gadigal Country](#)
Tamworth, New South Wales on [Kamilaroi Country](#)
Newcastle, New South Wales on [Mulubinba Country](#)

Brisbane, Queensland on [Turrbal Country](#)
Canberra, ACT on [Ngunnawal Country](#)
Adelaide, SA on [Kaurna Country](#)

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